



## **Derby Homes Rechargeable Repairs Policy**

### **Equality Impact Assessment**

Date of assessment: November 2021

Signed off by Tracy O'Connor Area Housing  
Manager

## Equality impact assessment

Although the law does not require us to do them now, the courts still place significant weight on the existence of some form of documentary evidence of compliance with the **Public Sector Equality Duty** when determining judicial review cases. This method helps us to make our decisions fairly, considering any equality implications, so yes, we still need to do them.

The Public Sector Equality Duty is part of the Equality Act 2010 and this Duty requires us as a public body to have '**due regard**' to eliminating discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. It requires us to advance equality of opportunity and foster good relations between people who share a '**relevant protected characteristic**' and people who don't.

Having 'due regard' means:

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people
- encouraging people with certain protected characteristics to participate in public life or in other activities where the participation is disproportionately low.

The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The assessments will help to:

- understand customers' and communities needs
- develop service improvements
- improve service satisfaction

- demonstrate that you have been fair and open and considered equality when working on re-structuring
- make sure you pay due regard to the requirements of the Public Sector Equality Duty.

The assessment reviews the Derby Homes Rechargeable Repairs Policy. Any negative impacts are considered to look at ways of lessening these.

An equality action plan is used to set targets, monitor actions and feedback for dealing with any negative impacts identified from the assessment.

## **Equality groups and protected characteristics**

These are the equality groups of people we need to think about when we are doing equality impact assessments and these people can be our customers or our employees and job applicants...

- Age equality – the effects on younger and older people
- Disability equality – the effects on the whole range of disabled people, including Deaf people, hearing impaired people, visually impaired people, people with mental health issues, people with learning difficulties and people with physical impairments
- Gender reassignment – the effects on trans people
- Marriage and civil partnership equality
- Pregnancy and maternity equality - women who are pregnant or who have recently had a baby, including breast feeding mothers
- Race equality – the effects on minority ethnic communities, including newer communities, gypsies and travellers and the Roma community
- Religion and belief or non-belief equality – the effects on religious and cultural communities, customers, and employees
- Sex equality – the effects on both men and women and boys and girls
- Sexual Orientation equality – the effects on lesbians, gay men, and bisexual people

In addition, we have decided to look at the effects on families and people on low incomes too as we feel this is very important.

## **What's the name of the policy you are assessing?**

### **Rechargeable Repairs Policy**

#### **The assessment team**

Team leader's name and job title – Tracy O'Connor, Area Housing Manager  
Derby Homes

#### Other team members:

Customers via Virtual Panel – In total out of 123 customers only 21 completed the survey.

Out of the 21 customers who took the survey their sexual ethnicities were:

- 12 males
- 8 females
- 1 person preferred not to say

Out of the 21 customers who took the survey their ages ranged from:

- 2 customers were between the age of 35 – 44
- 6 customers were between the age of 45 – 54
- 5 customers were between the age of 55 – 64
- 4 customers were between the age of 65 – 74
- 2 customers were between the age of 75 – 84
- 1 customer was the age of 85+
- 1 customer preferred not to say

Out of the 21 customers who took the survey their ethnicities were:

- 12 customers were white - English/welsh/Scottish/Northern Irish/British
- 3 customers were another ethnic group
- 2 customers were Black or Black – Caribbean
- 1 customer was Asian or Asian British – Indian
- 1 customer had a dual heritage
- 1 customer had another white background
- 1 customer preferred not to say

Out of the 21 customers who took the survey have activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months:

- 10 customers were limited a lot
- 6 customers were limited a little
- 4 customers had no issues
- 1 customer preferred not to say

Out of the 21 customers who took the survey, their religious views were:

- 7 customers were non-religious
- 7 customers are Christian (including Church of England, Catholic, Protestant and all Christian denominations)
- 1 customer was a Buddhist
- 1 customer was Jewish
- 1 customer was a Sikh
- 3 customers preferred not to say

Out of the 21 customers who took the survey, their sexual orientations were:

- 14 customers were Heterosexual or Straight
- 2 customers were Gay or Lesbian
- 1 customer was Bisexual
- 2 customers were other
- 2 customers preferred not to say

## Step 1 – setting the scene

### 1 What are the main aims of the policy?

#### Policy Objectives

This policy will:

- Inform officers what a rechargeable repair or service in a Derby Homes managed property is and how to deal with these when identified or brought to our attention.
- Set out how we calculate the rechargeable repairs cost and how the charge will be raised and collected.
- Inform the tenant or leaseholder about how they can raise a complaint if they are dissatisfied with the charges.
- Indicate the measures that will be put in place to monitor the effectiveness of this policy.

### 2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

We have consulted with the virtual customer Panel about this Policy and incorporated changes following the feedback received.

### 3 Who are the main customers, users, partners, employees, or groups affected by rechargeable repairs Policy?

Customers, Tenants and Leaseholders

## Step 2 – collecting information and assessing impact

### 4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.

Customers using the Virtual panel. The details of those consulted with are contained within the report at Appendix 3 and the protective characteristics of those that engaged are also captured through this consultation.

**5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the savings proposals on groups?**

Equality groups	What do you already know?	No impact	Positive impact	Negative impact	Not sure
Age		X			
Disability		X			
Gender reassignment - trans		X			
Marriage and civil partnership		x			
Pregnancy and maternity		x			
Race		x			
Religion or belief or none		x			
Sex		x			
Sexual Orientation		x			
Families and people on low income				x	

**6 From the information you have collected, how are you going to lesson any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?**

We identified that people on low incomes could be impacted by this policy and having to fund rechargeable repairs. In order to address this we have ensured that anyone who is on a low income can enter a pay arrangement to clear any rechargeable repair debts. This is helpful to tenants who are not able to pay upfront for work they are obliged to do but do not have the financial means to do.

There may be times when we will not recharge after considering the circumstances of the individual and any other mitigating factors.

### Step 3 – deciding on the outcome

#### 7 What outcome does this assessment suggest you take?

<b>Outcome 1</b>	<b>x</b>	<b>No major change needed</b> – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
<b>Outcome 2</b>		<b>Adjust the policy</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
<b>Outcome 3</b>		<b>Continue the policy</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"><li>• sufficient plans to stop or minimise the negative impact</li><li>• mitigating actions for any remaining negative impacts</li><li>• plans to monitor the actual impact.</li></ul>
<b>Outcome 4</b>		<b>Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination

Our Assessment team has agreed Outcome number(s)

Outcome 1 – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken



Why did you come to this decision?

No specific equality related issues identified or raised by the customers that we consulted with regarding this Policy
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#### Step 4 – equality action plan – setting targets and monitoring

- 8 Fill in the table with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals once they have been implemented.**

N/A – not required

**Equality action plan – setting targets and monitoring**

<b>What are we going to do to advance equality?</b>	<b>How are we going to do it?</b>	<b>When will we do it?</b>	<b>What difference will this make?</b>	<b>Lead officer</b>	<b>Monitoring arrangements</b>

**Make sure you include these actions in your Directorate service business plans.**